

A full-page background image of a forest with tall trees and sunlight filtering through the canopy. In the lower center, two workers in safety gear are visible near a tree trunk that has red markings on it.

ATELIERS DE FRANCE

La Haute Construction

Building Together a Sustainable Future

ESG Policy
2024

BUILDING TOGETHER A SUSTAINABLE FUTURE

CONTRIBUTING
TO GLOBAL DECARBONISATION

PUTTING PEOPLE AT THE
HEART OF OUR AMBITION

ENSURING AN ETHICAL AND
TRANSPARENT GOVERNANCE

“Restoring historical heritage and realising the exceptional projects of today and tomorrow using noble and sustainable materials, while perpetuating, from generation to generation, the crafts of excellence.”



Whether it is public buildings classified as historic monuments, renowned hotels, or private residences, the Ateliers De France group has been dedicated to the preservation of heritage and adherence to traditional craftsmanship since its creation.

Our culture has always been one of excellence, rooted in the practice of ancient techniques and a passion for meticulous work. Our approach to ESG is based on this very culture.

Every project undertaken by the Ateliers De France is designed to uphold principles of quality as well as environmental and social responsibility. We are committed to perpetuating valuable skills while adopting practices that respect both the environment and society, enhancing our positive impact at every stage of our activity, both in France and internationally.

This approach enables us to build a sustainable future where patrimony preservation and sustainable development are closely intertwined.

10 ESG PRIORITIES FOR THE PRESENT AND THE FUTURE

In collaboration with the companies' management and the General Management, we have defined our ten ESG priorities, encompassing environmental, social, and governance dimensions. These measures reflect our commitment to a sustainable future.

A dynamic action plan

To realise these ten priorities, we have developed an action plan containing several strategic commitments, aligned with the fundamental principles of the Universal Declaration of Human Rights, the European Convention on Human Rights, the Paris Agreement on Climate Change, and the United Nations Global Compact.

By leveraging the creativity of our teams, our operational excellence, and our innovative expertise, we also aim to contribute to the United Nations Sustainable Development Goals by 2030.

Each of our companies, with their specific challenges, tailored its roadmap to the Group's priorities.

A shared responsibility

We firmly believe that every member of the Ateliers De France, along with our suppliers and subcontractors, plays a crucial role in achieving these objectives.

This document illustrates our policy towards environmental and social responsibility and invites our partners to uphold these principles within their own networks.

Everyone is a key player in our collective success!



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CONTRIBUTING TO GLOBAL DECARBONISATION

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PLACING PEOPLE AT THE HEART OF OUR AMBITION

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ENSURING AN ETHICAL AND TRANSPARENT GOVERNANCE

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CONTRIBUTING to global decarbonisation

At Ateliers De France, we recognise that the fight against climate change requires collective and determined action. Our efforts towards decarbonisation go beyond reducing our own environmental footprint: they are part of a global endeavour for a sustainable future.

PRIORITY 1: IMPLEMENT A DECARBONISATION STRATEGY ALIGNED WITH SBTi OBJECTIVES

In order to play an active role in the fight against climate change, we have decided to align our actions with the most ambitious greenhouse gas emissions reduction targets. Thus, we have adopted a **decarbonisation trajectory based on the Science Based Targets initiative (SBTi)**, ensuring that our efforts are in line with the global goal of limiting global warming to well below 2°C, in accordance with the Paris Agreement.

Our SBTi-aligned trajectory sets a significant reduction in both our direct and indirect emissions by 2033. This means that we must not only transform our own processes, but also collaborate with our partners, suppliers, sub-contractors, and clients to reduce the carbon footprint across our entire value chain.

Through this approach, we move closer each day to our ultimate goal: decarbonising our activities and contributing to a sustainable future for all.

Our Commitments

Reducing our direct emissions (scope 1 et 2) by 55% by 2033 compared to 2023

SPECIFICALLY

- Improving the energy performance of our offices and workshops (insulation, self-consumption, etc.)
- Gradually consuming 100% renewable energy in our offices and workshops
- Switching to an electric fleet of vehicles and construction machinery

Reducing our indirect emissions (scope 3) by 32% by 2033 compared to 2023

SPECIFICALLY

- Optimising our employees' commute to work by finding sustainable mobility solutions
- Optimising our supply chain by prioritising local and low-carbon materials
- Encouraging responsible subcontracting by selecting partners aligned with our objectives

Science Based Targets initiative

1.5°C

This is the limit not to be exceeded to avoid the worst impacts of climate change.

6 000

This is the number of companies worldwide in 2024 already working with the SBTi initiative.

PRIORITY 2: INTEGRATE ECO-DESIGN INTO OUR CONSTRUCTION SITES AS WELL AS OUR WORKSHOPS AND OFFICES

Eco-design is essential to minimise the environmental impacts of our activities, especially in a sector where the materials used, although natural (stone, wood, leather, etc.), can have significant effects on biodiversity throughout their lifecycle.

By integrating this approach from the design phase, we aim to reduce not only our ecological footprint but also to protect biodiversity throughout the lifecycle of our projects.

Thus, our companies review the entire lifecycle of their products, from the sourcing of raw materials to the end of their products' life, based on precise and defined sustainability criterias.

Our Commitments

By 2033, over 80% of our projects will incorporate an eco-design approach.

By 2033, over 90% of our material waste will be sorted and recycled.

SPECIFICALLY

- Evaluate and optimise the impact of the raw materials and resources used, especially through the development of Environmental and Health Declaration Sheets (FDES)
- Develop eco-design within all our projects with the objective of reducing their environmental impacts
- Manage our waste efficiently by sorting and recycling raw material offcuts
- Promote responsible partnerships with our suppliers to favour products sourced from the circular economy, using bio-based materials.

PLACING PEOPLE at the heart of our ambition

The expertise within our companies has been passed down through generations, with master craftsmen sharing the ancestral secrets of their trades. Developing the skills and diverse expertise of our teams is crucial for the longevity of the Ateliers De France.

PRIORITY 1: PREPARING FOR THE FUTURE BY DEVELOPING SKILLS

Professional fulfilment is essential for every member of our teams, and it should be enriched by meaningful learning experiences throughout their careers. Therefore, developing the skills of our employees is a strategic priority.

Our training programs not only enhance individual competencies but also strengthen team cohesion and corporate culture. By investing in diverse training opportunities, we promote the engagement and loyalty of our employees, as well as ensure that our teams feel valued and supported in their professional growth.

By developing our teams' skills, adapting our workforce to market changes, and encouraging innovation within our companies, we are preparing ourselves to tackle future challenges. Each training session represents a step towards a sustainable and responsible future, in line with an active and effective ESG policy.



SOCIAL

Our Commitments

Maintaining 6% of apprentices and trainees in our workforce in France each year

By 2027, train more than 50% of employees each year

SPECIFICALLY

- Passing down our expertise from generation to generation
- Continuously training our teams
- Creating opportunities for career development and mobility within the Group
- Welcoming interns, apprentices, trainees, and professional retrainings

PRIORITY 2: ENSURING HEALTH AND SAFETY ON CONSTRUCTION SITES AND IN WORKSHOPS

The health and safety of our employees are a fundamental priority for the Group in order to ensure the well-being of all staff and contribute to a safe and productive work environment for everyone.

The Group's approach to health and safety protection goes well beyond regulatory compliance. It strongly emphasizes the respect owed to everyone involved in our construction sites and workshops, including employees, temporary staff, and subcontractors.

Our Commitments

By 2027, achieve a workplace accident frequency rate below 26

By 2027, achieve a workplace accident severity rate below 1

SOCIAL

SPECIFICALLY

- Implement a safety induction for all new arrivals
- Train all teams in various programs such as First Aid, Scaffolding, Lead Awareness, and Workplace Ergonomics
- Improve the use of Personal Protective Equipment (PPE) and regularly remind everyone of the obligation to wear it
- Standardise site visits to optimise organisation and cleanliness on construction sites
- Establish a weekly 15-minute safety briefing on construction sites and in workshops
- Organise an annual safety meeting for construction sites, workshops, depots, and offices



PRIORITY 3: PROMOTING DIVERSITY AND EQUALITY IN OUR TEAMS

Diversity within our Group encompasses a variety of human profiles, including ethnic, regional, and cultural origins, gender, age, physical appearance, disability, sexual orientation, and academic qualifications. This diversity is a source of collective enrichment and enhanced economic performance.

We believe that respecting diversity is not limited to specific tools but also relies on the individual actions of each person. Every member of our teams is encouraged to adopt inclusive practices to improve collective performance and create a working environment where everyone can thrive and contribute fully.

Our Commitments

By 2027, 30% of the Group's management positions will be held by women

By 2027, 22% of the Group's total workforce will be women



SPECIFICALLY

- Any selection based on non-professional criteria, including religion, age, gender, disability, political opinions, ethnic origin, or union membership, is prohibited
- Reevaluate traditionally male-dominated positions as accessible to women
- Strive to maintain a balance between professional and personal life
- Ensure equal pay between genders

PRIORITY 4: REQUIRE OF OUR SUPPLIERS AND SUBCONTRACTORS TO MANAGE THEIR TEAMS ETHICALLY AND RESPONSIBLY



The requirement for integrity and transparency applies not only to the Group's companies and employees but also to our suppliers and subcontractors. The evaluation of these suppliers and subcontractors, beyond their technical skills and ability to fulfill their missions, also includes their own approaches to respecting human rights and business ethics.

The Group makes sure to ensure a privileged relationship with service providers and subcontractors by requiring them to respect and implement all of the Group's policies regarding health, safety, and human rights for their own employees.

Our Commitments

By 2027, the top 8 suppliers or subcontractors of each company will be aligned with our ESG commitments and will have signed our supplier and subcontractor charter

PRIORITY 5 : CONTRIBUTE TO THE RESTORATION AND ENHANCEMENT OF THE RICHES OF THE PAST

Our purpose is the restoration of historic monuments and, more broadly, cultural heritage, in accordance with the highest standards of craftsmanship.

To achieve this, we also engage in various forms of patronage: financial aid, in-kind patronage, and skills sponsorship. These initiatives, particularly skills sponsorship, enable us to increase our social impact while offering employees the opportunity to use their expertise for a meaningful cause.

Our companies, heirs to the traditions of the 17th and 18th centuries, preserve their craftsmanship through ancestral secrets passed down from generation to generation. This excellence is recognised through the numerous labels and certifications awarded to our companies, with a focus on our devotion for quality work and respect for the rules of the trade. We are committed to maintaining and developing these certifications to protect and preserve the world's cultural heritage.

Our Commitments

Dedicate €150,000 annually to patronage

Within our companies, maintain or obtain quality labels and certifications that correspond to our craftmanships

Our labels and certifications in 2023

12 Companies

holding a full set of Qualibat qualifications and certifications

14 Companies

labelised *Entreprise du Patrimoine Vivant* (EPV)

5 Companies

members of the *Groupement des entreprises de restauration des Monuments Historiques* (GMH)



ENSURING an ethical and transparent governance

Our responsible growth is built on the trust of our stakeholders, nurtured by continuous and transparent dialogue. Everyone must apply the best ESG practices that serve the long-term interests of the Group, while considering the social and environmental impacts of its activities.

PRIORITY 1: PREVENT CORRUPTION AND PROMOTE BUSINESS ETHICS

We reaffirm our zero-tolerance policy towards corruption. In the context of our strong growth, particularly internationally, this vigilance is even more critical and crucial.

A Group Code of Ethics has been written down to clarify expectations for every employee, regardless of their workplace or hierarchical level. It sets out fundamental principles based on applicable legal rules, ensuring uniform understanding and adherence.

We require our employees to exhibit professional conduct that is both honest and exemplary in all circumstances. To this end, we actively support them in making decisions that are respectful and aligned with our values.



GOVERNANCE

Our Commitments

All of our companies are committed to the Group's Code of Ethics

100% of management staff are trained in anti-corruption practices

SPECIFICALLY

- Identify corruption risks within our activities and among our partners
- Implement measures to mitigate these risks
- Promote ethics in our business practices and managerial behaviours by raising awareness among all management staff

PRIORITY 2: PROTECT PERSONAL DATA

Due to the handling of personal data, we have a responsibility towards all those who entrust us with their information: Prospects, Clients, Employees, Partners, and Suppliers.

These information are protected by several legislations concerning privacy rights, in France and within the European Union, including the General Data Protection Regulation (GDPR), and in other regions of the world.

Our Commitments

90% des collaborateurs concernés ont suivi une formation liée aux risques RGPD

SPECIFICALLY

- Train our employees on data protection and cybersecurity issues
- Implement rigorous data management processes in compliance with regulations
- Analyse possible incidents as part of an improvement process

PRIORITY 3: INTEGRATE ESG CRITERIAS INTO OUR STRATEGIES

We have a well-defined governance and ESG organisation in place to structure and implement our ESG Policy within the companies, as well as to measure and analyse the impacts.

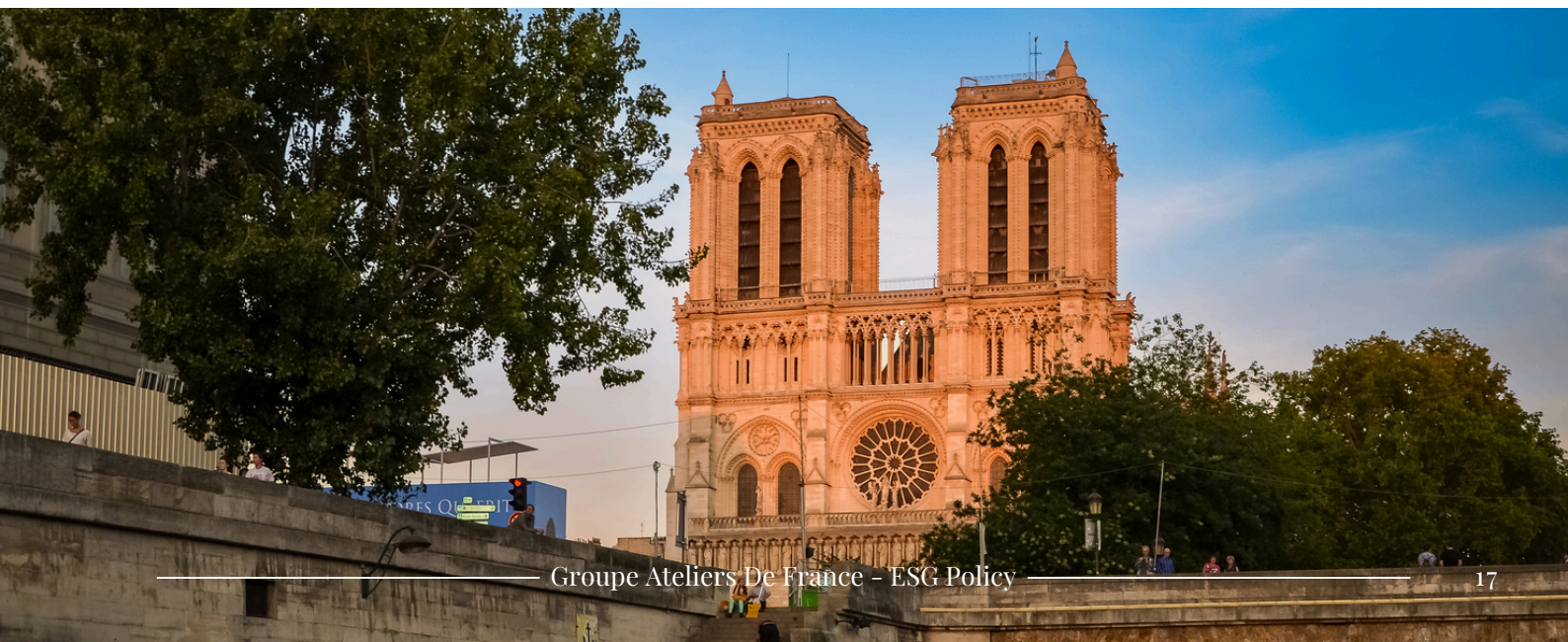
The Executive Committee supervises and manages the ESG actions for the entire Group, supported by the Supervisory Committee. In this way, ESG issues are integrated into the Group's key decisions. Furthermore, we are developing a reporting system to accurately monitor our indicators and adapt to future regulatory changes.

Our Commitment

Every year, ESG issues are on the agenda of at least 3 meetings of the Group's Executive Committee and 2 meetings of the Supervisory Committee

SPECIFICALLY

- Adopt a roadmap every year
- Share updates and information on ESG in general
- Review key performance indicators and operational action plans every year
- Make decisions regarding corrective actions if necessary



Building Together a Sustainable Future

Our ESG Policy embodies our commitment to combine craftsmanship with sustainability. We firmly believe that the future of our Group lies in an approach that values artisanal excellence while respecting our environment and the communities we serve.

Every action we take aims to strengthen traditional skills, promote eco-friendly practices, and enhance the value of local areas.

To achieve these ambitious goals, the involvement of every stakeholder is crucial. We encourage our employees, partners, and clients to actively engage in this mission.

Together, we have the power to build a future that is not only sustainable but also rich in opportunities for future generations.

Photographies

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ABOUT THE ATELIERS DE FRANCE

The Ateliers De France Group is a key player in heritage restoration and luxury projects, whether it involves public buildings classified as historic monuments, renowned hotels, or exceptional private residences. Each company within the Group operates independently, led by a team deeply committed to their craft.

www.ateliersdefrance.com